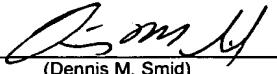


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Dated: October 16, 2006

Signature: 
(Dennis M. Smid)Docket No.: SONYJP 3.0-1021
(PATENT)**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re Patent Application of:
Ikuro Koumaru

Application No.: 10/681,892

Group Art Unit: 3629

Filed: October 9, 2003

Examiner: Not Yet
Assigned

For: ORGANIZATION INFORMATION
MANAGEMENT SYSTEM

MS Amendment
Commissioner for Patents
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**INFORMATION DISCLOSURE STATEMENT AND
CERTIFICATION PURSUANT TO 37 C.F.R. § 1.97(e)(1)**

Dear Sir:

It is respectfully requested that the references listed on the enclosed form be made of record and considered with respect to the above-referenced U.S. patent application. The references were cited in an Office Action issued in connection with applicants' corresponding Japanese application. A copy of each non-US patent or patent application is enclosed. Submission of the present Information Disclosure Statement should not be taken as an admission that the cited references are legally available prior art or that the same are pertinent or material.

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Dated: October 16, 2006

Respectfully submitted,

By Dennis M. Smid
Dennis M. Smid
Registration No.: 34,930
LERNER, DAVID, LITTENBERG,
KRUMHOLZ & MENTLIK, LLP
600 South Avenue West
Westfield, New Jersey 07090
(908) 654-5000
Attorney for Applicants

LD-458\



PTO/SB/08a/b (07-05)

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Substitute for form 1449A/B/PTO				Complete if Known	
				Application Number	10/681,892-Conf. #9597
				Filing Date	October 9, 2003
				First Named Inventor	Ikuo Koumaru
				Art Unit	3629
				Examiner Name	Not Yet Assigned
Sheet	1	of	1	Attorney Docket Number	SONYJP 3.0-1021

U.S. PATENT DOCUMENTS					
Examiner Initials*	Cite No. ¹	Document Number Number-Kind Code ² (if known)	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear

FOREIGN PATENT DOCUMENTS					
Examiner Initials*	Cite No. ¹	Foreign Patent Document Country Code ³ -Number ⁴ -Kind Code ⁵ (if known)	Publication Date MM-DD-YYYY	Name of Patentee or Applicant of Cited Document	Pages, Columns, Lines, Where Relevant Passages or Relevant Figures Appear ⁶
BA	JP-08-194745	07-30-1996	Hitachi Tohoku Software Inc.		✓
BB	JP-10-063716	03-06-1998	Fujitsu Ltd		✓
BC	JP-2001-184392	07-06-2001	Sumitomo Corp		✓
BD	JP-2001-306707	11-02-2001	Fuji Xerox Co Ltd		✓
BE	JP-2002-007646	01-11-2002	Omron Corp.		✓

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NON PATENT LITERATURE DOCUMENTS					
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PATENT ABSTRACTS OF JAPAN

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(21)Application number : 07-021049 (71)Applicant : HITACHI TOHOKU
SOFTWARE KK

(22)Date of filing : 13.01.1995 (72)Inventor : MIYAZAKI JUNKO
SATO JUNYA

(54) METHOD FOR MANAGING TALENT INFORMATION AND ITS SYSTEM

(57)Abstract:

PURPOSE: To easily form a talent raising plan by simultaneously picturdisplaying a

judged result obtained by comparing results information in talent history information with a talent raising reference with talent history information and talent raising plan information.

CONSTITUTION: A history retrieval means 31 retrieves talent history information stored in a history storage means 21 based on a retrieval condition and obtains talent history information. When talent history information is not obtained, a next order read means 34 reads the retrieval condition of a next order from a condition order storage means 24. A history second retrieval means 35 retrieves talent history information stored in the history storage means 21 and obtains talent history information. When talent raising plan information is previously inputted, a plan read means 32 reads talent raising plan information corresponding to talent history information from a plan storage means 22. A judgement means 33 compares results information in stored talent history information with stored talent raising reference information and obtains the judged result. A picture display means 14 simultaneously charts the judged result with retrieved history information and talent raising plan information which is read so as to picture-display them.

LEGAL STATUS [Date of request for examination] 24.01.1995

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 2. **** shows the word which can not be translated.
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CLAIMS

[Claim(s)]

[Claim 1] The step which inputs the talented-people hysteresis information which includes track record information in said input means using an input means, a storage means, an image display means, and the control unit of these means, The step which makes said storage means memorize the talented-people hysteresis information that it was inputted, and the step which said input means is made to correspond to talented-people hysteresis information, and inputs personnel training plan information, With the step which makes said storage means memorize the personnel training plan information that it was inputted, the step which inputs the retrieval conditions of talented-people hysteresis information into said input means, and said control unit With the step which retrieves the memorized talented-people hysteresis information

based on the inputted retrieval conditions, and acquires the talented-people hysteresis information corresponding to retrieval conditions, and said control unit The step which reads the personnel training plan information corresponding to the talented-people hysteresis information acquired by retrieval from said storage means, By the step which inputs personnel training criteria information into said input means, the step which makes said storage means memorize the personnel training criteria information that it was inputted, and said control means Track record information is compared with the memorized personnel training criteria information among the memorized talented-people hysteresis information. The talented-people information management approach characterized by having the step which obtains the compared decision result, and the step which carries out image display of the decision result to said image display means at coincidence with the talented-people hysteresis information and the read personnel training plan information acquired by retrieval.

[Claim 2] With the step which priority is attached [step] for every group and makes said storage means memorize the retrieval conditions of talented-people hysteresis information, and said control unit When the talented-people hysteresis information corresponding to retrieval conditions is not acquired, the retrieval conditions of the next ranking of the retrieval condition with the step read from said storage means, and said control unit The talented-people information management approach according to claim 1 characterized by having the step which retrieves the memorized talented-people hysteresis information based on the retrieval conditions of the read following ranking, and acquires the talented-people hysteresis information corresponding to the retrieval condition.

[Claim 3] With the step which inputs the total conditions of talented-people hysteresis information into said input means, and said control unit With the step which totals the memorized talented-people hysteresis information based on the total conditions of the

talented-people hysteresis information that it was inputted, and obtains a total result, the step which inputs the total conditions of personnel training plan information into said input means, and said control unit The step which totals the memorized personnel training plan information based on the total conditions of the personnel training plan information that it was inputted, and obtains a total result, The talented-people information management approach according to claim 1 or 2 characterized by having the step which carries out image display of the total result of talented-people hysteresis information, and the total result of personnel training plan information to said image display means.

[Claim 4] The step which carries out image display is the talented-people information management approach according to claim 1, 2, or 3 characterized by consisting of the step which diagrammatizes the talented-people hysteresis information and the read personnel training plan information acquired by retrieval for said image display means, and is displayed on coincidence.

[Claim 5] The hysteresis input means for inputting talented-people hysteresis information including track record information, and a hysteresis storage means to memorize the talented-people hysteresis information that it was inputted, The planned input means for making it correspond to talented-people hysteresis information, and inputting personnel training plan information, A planned [to memorize the personnel training plan information that it was inputted] storage means, and the condition input means for inputting the retrieval conditions of talented-people hysteresis information, A hysteresis retrieval means to retrieve the talented-people hysteresis information memorized by said hysteresis storage means based on the retrieval conditions inputted from said condition input means, and to acquire the talented-people hysteresis information corresponding to the retrieval condition, A planned [to read the personnel training plan information corresponding to the

talented-people hysteresis information acquired by said hysteresis retrieval means from said planned storage means] read-out means, The training reference input means for inputting personnel training criteria information, and a training criteria storage means to memorize the personnel training criteria information that it was inputted, A decision means to obtain the decision result of having compared track record information among the talented-people hysteresis information memorized by said hysteresis storage means as compared with the personnel training criteria information memorized by said training criteria storage means, The talented-people information management system characterized by having the image display means which carries out image display of the decision result of said decision means to coincidence with the personnel training plan information read by the hysteresis information retrieved by said hysteresis retrieval means, and said planned read-out means.

[Claim 6] When a condition ranking storage means to attach priority and to memorize the retrieval conditions of talented-people hysteresis information for every group, and said hysteresis retrieval means do not acquire the talented-people hysteresis information corresponding to retrieval conditions, The ranking [degree] read-out means which reads the retrieval conditions of the next ranking of the retrieval condition from said condition ranking storage means, Based on the retrieval conditions read by said ranking [degree] read-out means, the talented-people hysteresis information memorized by said hysteresis storage means is retrieved. It has a 2nd retrieval means of hysteresis to acquire the talented-people hysteresis information corresponding to the retrieval condition. Said image display means The talented-people information management system according to claim 5 characterized by having the configuration which carries out image display of the plan [to have been read by the hysteresis information retrieved by said 2nd retrieval means of hysteresis,

and said planned read-out means] information to coincidence.

DETAILED DESCRIPTION

[Detailed Description of the Invention]

[0001]

[Industrial Application] This invention relates to the talented-people information management approach and talented-people information management system suitable for drawing up a personnel training plan.

[0002]

[Description of the Prior Art] When drawing up a personnel training plan conventionally in a company etc., looking at the file which indicated talented people's hysteresis information, for example, a work experience, the operating history, the educational history, the rating history, etc. generally, what kind of technique and rating are made to be learned, or the plan will be elaborated in the future.

[0003]

[Problem(s) to be Solved by the Invention] However, there was a trouble that it was not easy to elaborate a personnel training plan, taking into consideration in which level as which the hysteresis is required as an organization it is, when a personnel training plan is drawn up looking at the file of talented people's hysteresis information. Neither was able to be used for drawing up a personnel training plan, although there was a technique shown in JP,6-124294,A about merit rating and there was a technique shown in JP,4-360272,A about personnel information retrieval conventionally.

[0004] This invention was made paying attention to such a conventional trouble, and it aims at offering the talented-people information management approach and talented-people information management system which can draw up a personnel training plan easily, taking into consideration in which level as which talented people's hysteresis is required as an organization it is.

[0005]

[Means for Solving the Problem] In order to attain the above-mentioned purpose, by the talented-people information management approach concerning this invention of claim 1 The step which inputs the talented-people hysteresis information which includes track record information in said input means using an input means, a storage means, an image display means, and the control unit of these means, The step which makes said storage means memorize the talented-people hysteresis information that it was inputted, and the step which said input means is made to correspond to talented-people hysteresis information, and inputs personnel training plan information, With the step which makes said storage means memorize the personnel training plan information that it was inputted, the step which inputs the retrieval conditions of talented-people hysteresis information into said input means, and said control unit With the step which retrieves the memorized talented-people hysteresis information based on the inputted retrieval conditions, and acquires the talented-people hysteresis information corresponding to retrieval conditions, and said control unit The step which reads the personnel training plan information corresponding to the talented-people hysteresis information acquired by retrieval from said storage means, By the step which inputs personnel training criteria information into said input means, the step which makes said storage means memorize the personnel training criteria information that it was inputted, and said control means Track record information is compared with the memorized personnel training criteria information among the

memorized talented-people hysteresis information. It is characterized by having the step which obtains the compared decision result, and the step which carries out image display of the decision result to said image display means at coincidence with the talented-people hysteresis information and the read personnel training plan information acquired by retrieval.

[0006] Talented-people hysteresis information is the information about talented people's hysteresis, for example, the information about talented people's track record information, for example, capacity, skill, the number of commendation, rating level, the number of patents, attendance results, game results, and the other track records that can compare talented people is included, including the address besides a work experience, an operating history, an educational history, and a rating history, a name, the affiliation systematic name, a birth date, a hometown, a photograph of his face, a hobby, and the other information about talented people's attribute.

[0007] Personnel training plan information is the information about a technique, rating, etc. to make it learn, for example, will be information, such as the number of commendation required of talented people, rating level, the number of patents, attendance results, and game results, from now on. [talented people] The retrieval conditions of talented-people hysteresis information are chosen from talented-people hysteresis information, such as a name and affiliation systematic name.

[0008] Personnel training criteria information is the information about the attainment criteria or the valuation bases which are required of talented people, such as a technique and rating, for example, is information which shows the attainment criteria of track record information, such as the number of commendation required of talented people according to entrance elapsed years, rating level, the number of patents, attendance results, and game results. A decision result exceeds criteria, or is as a result of [of an EQC and under criteria] decision, for example, may be expressed as

an alphabetic character and what kind of other approaches recognized visually a color exception.

[0009] By the talented-people information management approach concerning this invention of claim 2 With the step which priority is attached [step] for every group and makes said storage means memorize the retrieval conditions of talented-people hysteresis information in the talented-people information management approach according to claim 1, and said control unit When the talented-people hysteresis information corresponding to retrieval conditions is not acquired, the retrieval conditions of the next ranking of the retrieval condition with the step read from said storage means, and said control unit The memorized talented-people hysteresis information is retrieved based on the retrieval conditions of the read following ranking, and it is characterized by having the step which acquires the talented-people hysteresis information corresponding to the retrieval condition.

[0010] As for the group of retrieval conditions, it is desirable to be collected for every similar conditions or related conditions. For example, the group of retrieval conditions is summarized considering English proficiency examination results, TOEFL results, foreign studying-abroad years of experience, etc. as one group. The priority of retrieval conditions attaches the 1st place and 70 or more results for 80 or more results like the 3rd place the 2nd place and 60 or more results.

[0011] By the talented-people information management approach concerning this invention of claim 3 In the talented-people information management approach according to claim 1 or 2, with the step which inputs the total conditions of talented-people hysteresis information into said input means, and said control unit With the step which totals the memorized talented-people hysteresis information based on the total conditions of the talented-people hysteresis information that it was inputted, and obtains a total result, the step which inputs the total conditions of

personnel training plan information into said input means, and said control unit The memorized personnel training plan information is totaled based on the total conditions of the personnel training plan information that it was inputted, and it is characterized by having the step which obtains a total result, and the step which carries out image display of the total result of talented-people hysteresis information, and the total result of personnel training plan information to said image display means.

[0012] The total conditions of talented-people hysteresis information are chosen from talented-people hysteresis information, such as for example, the number of commendation, rating level, the number of patents, attendance results, and game results. The total conditions of personnel training plan information will be chosen from now on from personnel training plan information, such as the number of commendation required of talented people, rating level, the number of patents, attendance results, and game results. The step which inputs the total conditions of talented-people hysteresis information, and the step which inputs the total conditions of personnel training plan information may consist of the same step.

[0013] By the talented-people information management approach concerning this invention of claim 4, the step which carries out image display is characterized by consisting of the step which diagrammatizes the talented-people hysteresis information and the read personnel training plan information acquired by retrieval for said image display means, and is displayed on coincidence in the talented-people information management approach according to claim 1, 2, or 3.

[0014] The diagrammatizing by for example, a mapping display, a statistics display, graphical representation, balance chart display, etc. is included in diagrammatizing.

[0015] In the talented-people information management system concerning this invention of claim 5 The hysteresis input means for inputting talented-people hysteresis information including track record information, and a hysteresis storage

means to memorize the talented-people hysteresis information that it was inputted, The planned input means for making it correspond to talented-people hysteresis information, and inputting personnel training plan information, A planned [to memorize the personnel training plan information that it was inputted] storage means, and the condition input means for inputting the retrieval conditions of talented-people hysteresis information, A hysteresis retrieval means to retrieve the talented-people hysteresis information memorized by said hysteresis storage means based on the retrieval conditions inputted from said condition input means, and to acquire the talented-people hysteresis information corresponding to the retrieval condition, A planned [to read the personnel training plan information corresponding to the talented-people hysteresis information acquired by said hysteresis retrieval means from said planned storage means] read-out means, The training reference input means for inputting personnel training criteria information, and a training criteria storage means to memorize the personnel training criteria information that it was inputted, A decision means to obtain the decision result of having compared track record information among the talented-people hysteresis information memorized by said hysteresis storage means as compared with the personnel training criteria information memorized by said training criteria storage means, It is characterized by having the image display means which carries out image display of the decision result of said decision means to coincidence with the personnel training plan information read by the hysteresis information retrieved by said hysteresis retrieval means, and said planned read-out means.

[0016] In the talented-people information management system concerning this invention of claim 6 When a condition ranking storage means it is similar in the retrieval conditions of talented-people hysteresis information to attach and memorize priority for every conditions, and said hysteresis retrieval means do not acquire the

talented-people hysteresis information corresponding to retrieval conditions in a talented-people information management system according to claim 5, The ranking [degree] read-out means which reads the retrieval conditions of the next ranking of the retrieval condition from said condition ranking storage means, Based on the retrieval conditions read by said ranking [degree] read-out means, the talented-people hysteresis information memorized by said hysteresis storage means is retrieved. It is characterized by having a 2nd retrieval means of hysteresis to acquire the talented-people hysteresis information corresponding to the retrieval condition, and said image display means having the configuration which carries out image display of the plan [to have been read by the hysteresis information retrieved by said 2nd retrieval means of hysteresis, and said planned read-out means] information to coincidence.

[0017]

[Function] In the talented-people information management system concerning this invention of the talented-people information management approach concerning this invention of claim 1, and claim 5, beforehand, if talented-people hysteresis information, personnel training plan information, and personnel training criteria information are inputted, image display of the talented-people hysteresis information and personnel training plan information that it corresponds can be carried out to coincidence by inputting the retrieval conditions of talented-people hysteresis information to display. Image display of the decision result [personnel training criteria information / information / track record] can be carried out to coincidence among talented-people hysteresis information. Personnel training plan information can be inputted looking at talented-people hysteresis information and its compared decision result.

[0018] Priority is attached and the retrieval conditions of talented-people hysteresis

information are made to memorize for every group beforehand in the talented-people information management system concerning this invention of the talented-people information management approach concerning this invention of claim 2, and claim 6. When the retrieval conditions of talented-people hysteresis information to display are inputted and the talented-people hysteresis information that it corresponds is not acquired, image display of the next talented-people hysteresis information and the personnel training plan information corresponding to retrieval conditions of ranking on the retrieval condition can be carried out to coincidence.

[0019] By the talented-people information management approach concerning this invention of claim 3, image display of the total result of the talented-people hysteresis information that it corresponds, and the total result of personnel training plan information can be carried out by inputting the total conditions of talented-people hysteresis information to display, and the total conditions of personnel training plan information.

[0020] By the talented-people information management approach concerning this invention of claim 4, talented-people hysteresis information and personnel training plan information can be diagrammatized, and it can display on coincidence, and becomes easy to grasp information.

[0021]

[Example] Hereafter, one example of this invention is explained based on a drawing. Drawing 1 - drawing 8 show one example of this invention. As shown in drawing 1, the computing system 10 consists of the input means 11, main storage 12, external storage 13, the image display means 14, the printer 15, and the control means 16 that controls these. The input means 11 consists of the keyboard. Main storage 12 is used in order to remember the result of each processing to be expansion of information required for processing, criteria, and conditions.

[0022] External storage 13 accumulates information, criteria, and a processing result.

External storage 13 has the hysteresis storage means 21, the planned storage means 22, the training criteria storage means 23, and the condition ranking storage means 24. The image display means 14 and a printer 15 are used for the activation situation of processing, the display of a processing result, and print-out.

[0023] A control means 16 has the hysteresis retrieval means 31, the planned read-out means 32, the decision means 33, the ranking [degree] read-out means 34, the 2nd retrieval means 35 of hysteresis, the talented-people hysteresis information total means 36, and the personnel training plan information total means 37. A control means 16 can perform reading of the information from external storage 13, informational selection, decision, a total, processing, statistics creation, analysis, map creation, simulation, etc.

[0024] As talented-people information management is the following, it is performed. As shown in the flow chart of drawing 2, the address, a name, the affiliation systematic name, a birth date, a hometown, a photograph of his face, a hobby, a work experience, an operating history, an educational history, a rating history, the number of commendation, rating level, the number of patents, attendance results, and game results are first inputted into the input means 11 as talented-people hysteresis information. The number of commendation, rating level, the number of patents, attendance results, and game results are track record information, and are inputted numerically. Moreover, the information about the attainment criteria of track record information, such as the number of commendation required of talented people as personnel training criteria information according to entrance elapsed years, age, and an executive, rating level, the number of patents, attendance results, and game results, is inputted into the input means 11 (step 101).

[0025] The retrieval conditions of talented-people hysteresis information are attached

to the input means 11, priority is attached for every group, and it inputs. The retrieval conditions of talented-people hysteresis information are a name, the affiliation systematic name, a possession technique name, etc. The group of retrieval conditions summarizes English capacity, information processing technical capacity, etc. for every similar conditions or related conditions, and, as for priority, responding and attaching at least to mark or rating class is desirable.

[0026] The priority of the retrieval conditions of the talented-people hysteresis information that it was inputted from the input means 11, personnel training plan information, personnel training criteria information, and talented-people hysteresis information is memorized by the hysteresis storage means 21, the planned storage means 22, the training criteria storage means 23, and the condition ranking storage means 24, respectively (step 102).

[0027] If personnel training plan information has not been inputted, the input means 11 will be made to correspond to talented-people hysteresis information as personnel training plan information, and the technique required of talented people, rating, and skill level will be inputted from now on (step 101). The input of personnel training plan information is good to enable it to carry out by setting up the technical item, the rating item, etc., displaying a guidance menu on a screen beforehand, and choosing these. The input of personnel training plan information is good to input an individual exception and by year.

[0028] After inputting about the long term planning for five years, personnel training plan information is inputted about the short-term plan for one year, next is inputted about an organization another person material training plan. The personnel training plan information on the fiscal year which corresponds from the long term planning accumulated previously will be chosen, and a short-term plan will be displayed on the screen of the image display means 14, if a fiscal year to plan is inputted. For example,

a short-term plan is performed by carrying out the alphabetic character input of the concrete plan of planned promotion. Are scheduled to be related with the possession technique of the whole organization, for example, an organization another person material training plan is shown by the plan number of the rating person for every technique by year.

[0029] When inputting personnel training plan information, the retrieval conditions of talented-people hysteresis information are first inputted into the input means 11 (step 103). For example, a name is inputted as retrieval conditions for talented-people hysteresis information. In drawing up an organization another person material training plan, it inputs the technique name required as the affiliation systematic name which wants to draw up a plan as retrieval conditions for talented-people hysteresis information. Based on the retrieval condition, the hysteresis retrieval means 31 retrieves the talented-people hysteresis information memorized by the hysteresis storage means 21, and the talented-people hysteresis information corresponding to the retrieval condition is acquired (step 104). For example, in planning of an organization another person material training plan, the name of all the members who belong to an organization, and the track record information about the technique in which everybody are required are acquired. The talented people suitable for the plan concerning the technique out of many talented people by retrieval of retrieval conditions, then talented-people hysteresis information in a possession technique name are discoverable.

[0030] When the hysteresis retrieval means 31 does not acquire the talented-people hysteresis information corresponding to retrieval conditions, the ranking [degree] read-out means 34 reads the retrieval conditions of the next ranking of the retrieval condition from the condition ranking storage means 24 (step 105). The 2nd retrieval means 35 of hysteresis retrieves the talented-people hysteresis information

memorized by the hysteresis storage means 21 based on the retrieval conditions read by the ranking [degree] read-out means 34, and acquires the talented-people hysteresis information corresponding to the retrieval condition (step 106).

[0031] When personnel training plan information is already inputted, the planned read-out means 32 reads the personnel training plan information corresponding to the talented-people hysteresis information acquired by the hysteresis retrieval means 31 from the planned storage means 22 (step 107).

[0032] As compared with the personnel training criteria information memorized by the training criteria storage means 23 in track record information among the talented-people hysteresis information memorized by the hysteresis storage means 21, the decision means 33 exceeds criteria, or judges an EQC and under criteria, and obtains a decision result (step 108).

[0033] The image display means 14 diagrammatizes and carries out image display of the decision result of the decision means 33 to coincidence with the personnel training plan information read by the hysteresis information and the planned read-out means 32 which were searched by the hysteresis retrieval means 31 or the 2nd retrieval means 35 of hysteresis (step 109). The image display of a short-term plan is shown in drawing 4 at drawing 5 of long term planning. As shown in drawing 4, a decision result is a thick wire 41 the case of under criteria, and when exceeding criteria, it is shown by the broken line 42. Diagrammatizing can choose a mapping display, a statistics display, graphical representation, a balance chart display, etc. As for personnel training plan information, long term planning, a short-term plan, and an organization another person material training plan are displayed on another screen, respectively. The display of a screen can be outputted by the printer 15.

[0034] When drawing up a personnel training plan and inputting personnel training plan information, the talented-people hysteresis information displayed on the image

display means 14 can be inputted looking at the compared decision result. Personnel training plan information aligns by time series, and is displayed. When an inconsistency is seen between long term planning and an organization another person material training plan, a personal name may be conversely searched from long term planning, and the personnel training plan information on long term planning may be corrected to compensate for an organization another person material training plan.

[0035] The total conditions of talented-people hysteresis information and personnel training plan information are inputted into the input means 11 to display the total conditions of talented-people hysteresis information and personnel training plan information, as shown in drawing 3 (step 201). For example, an "information processing technique" is inputted as total conditions for talented-people hysteresis information and personnel training plan information.

[0036] The talented-people hysteresis information total means 36 totals the talented-people hysteresis information memorized by the hysteresis storage means 21 based on the total conditions of the talented-people hysteresis information that it was inputted, and obtains a total result. The personnel training plan information total means 37 totals the personnel training plan information memorized by the planned storage means 22 based on the total conditions of the personnel training plan information that it was inputted, and obtains a total result (step 202). The image display means 14 carries out image display of the total result of talented-people hysteresis information, and the total result of personnel training plan information (step 203). The image display of the organization another person material training plan totaled by drawing 6 is shown. Moreover, the image display of the plan according to technical item is shown in drawing 7 among the personnel training plans of a specific organization among the personnel training plans to drawing 8 of the image display of

rating acquisition planning of a specific organization.

[0037] Next, an operation is explained. In this talented-people information management system, beforehand, if talented-people hysteresis information, personnel training plan information, and personnel training criteria information are inputted, image display of the talented-people hysteresis information and personnel training plan information that it corresponds can be carried out to coincidence by inputting the retrieval conditions of talented-people hysteresis information to display. Track record information can exceed criteria to coincidence among talented-people hysteresis information as compared with personnel training criteria information, or image display of whether they are whether to be equivalent and under criteria can be carried out to it. Personnel training plan information can be inputted looking at talented-people hysteresis information and its compared decision result. Moreover, the talented people who were suitable for the plan out of many talented people are discoverable with retrieval of talented-people hysteresis information.

[0038] As shown in drawing 4 and drawing 5, talented-people hysteresis information and personnel training plan information are diagrammatized, image display is carried out to coincidence, and information is easy to grasp them legible. Therefore, a personnel training plan can be drawn up easily, taking into consideration in which level as which talented people's hysteresis is required as an organization it is. Talented-people hysteresis information can be used now for real time.

[0039] In order to raise the talented people for realizing a management plan today, the image which an organization searches for is clarified and it becomes important to form the training plan corresponding to it. By drawing up a personnel training plan using this talented-people information management system, the personnel training plan based on a business plan can be drawn up, what kind of talented people's capacity can be raised how, and the strategy technical problem of the management

whether to tie to the business plan can be solved.

[0040] Moreover, beforehand, priority is attached for every group and the condition ranking storage means 24 memorizes the retrieval conditions of talented-people hysteresis information. When the retrieval conditions of talented-people hysteresis information to display are inputted and the talented-people hysteresis information that it corresponds is not acquired, image display of the next talented-people hysteresis information and the personnel training plan information corresponding to retrieval conditions of ranking on the retrieval condition can be carried out to coincidence. For this reason, the time and effort which inputs the retrieval conditions of talented-people hysteresis information again can be saved, and selection of the candidate suitable for a plan becomes easy.

[0041] Moreover, in this talented-people information management system, by inputting the total conditions of talented-people hysteresis information to display, and the total conditions of personnel training plan information, image display of the total result of the talented-people hysteresis information that it corresponds, and the total result of personnel training plan information can be carried out to drawing 6 , drawing 7 , and drawing 8 so that it may be shown. For this reason, it can look down at talented-people hysteresis information and personnel training plan information, and a personnel training plan can be drawn up from a large visual field.

[0042] If total conditions are set up according to talented people's affiliation organization, the military power of a unit organization can be displayed visually. In addition, talented-people hysteresis information and personnel training plan information may be totaled and statistics-created, may be analyzed, may be processed, and may be displayed. For example, analysis, organization military power analysis, technical map creation, and project organization SHUMYURESHON may be performed from talented-people hysteresis information or personnel training plan

information whenever [creation / of statistics according to talented people's affiliation organization /, and talented people's training].

[0043] In addition, the talented-people information management approach can store the program in storages, such as a flexible disk, can be used, and if it sells as a software package, it can be **(ed). A common personal computer can be used for the computing system used for the talented-people information management approach.

[0044] Although the example which shows a decision result [personnel training criteria information / information / track record] with a thick wire and a broken line is being shown in said example, a decision result may be expressed as the approach of a color exception, an alphabetic character, flashing, and others. Moreover, a decision result may be divided and displayed on beyond criteria and under criteria, and you may make it display only the case of under criteria.

[0045]

[Effect of the Invention] A personnel training plan can be drawn up easily, taking into consideration in which level as which talented people's hysteresis is required as an organization it is according to the talented-people information management approach and talented-people information management system concerning this invention, since image display of the decision result [personnel training criteria / information / track record] can be carried out to coincidence with talented-people hysteresis information and personnel training plan information among talented-people hysteresis information.

[0046] Since the next talented-people hysteresis information and the personnel-training plan information of ranking corresponding to retrieval conditions on the retrieval condition can display also when the talented-people hysteresis information corresponding to the retrieval conditions of talented-people hysteresis information to display is not acquired according to the talented-people information management system concerning this invention of the talented-people

information-management approach which starts this invention of claim 2 especially, and claim 5, the time and effort which inputs the retrieval conditions of talented-people hysteresis information again can save.

[0047] Since image display of the total result of talented-people hysteresis information to display and the total result of personnel training plan information can be carried out according to the talented-people information management approach which starts this invention of claim 3 especially, it can look down at talented-people hysteresis information and personnel training plan information, and a personnel training plan can be drawn up from a large visual field.

[0048] By the talented-people information management approach concerning this invention of claim 4, since talented-people hysteresis information and personnel training plan information can be diagrammatized, information is legible and it becomes easy to grasp.

DESCRIPTION OF DRAWINGS

[Brief Description of the Drawings]

[Drawing 1] It is the block diagram of the computer system of one example of this invention.

[Drawing 2] It is the flow chart of retrieval processing of the talented-people information management approach of one example of this invention.

[Drawing 3] It is the flow chart of total processing of the talented-people information management approach of one example of this invention.

[Drawing 4] It is the front view showing the image display of the long term planning of

the talented-people information management system of one example of this invention.

[Drawing 5] It is the front view showing the image display of the short-term plan of the talented-people information management system of one example of this invention.

[Drawing 6] It is the front view showing the image display of the organization another person material training plan of the talented-people information management system of one example of this invention.

[Drawing 7] It is the front view showing the image display of rating acquisition planning among the personnel training plans of a specific organization of the talented-people information management system of one example of this invention.

[Drawing 8] It is the front view showing the image display of the plan according to technical item among the personnel training plans of a specific organization of the talented-people information management system of one example of this invention.

[Description of Notations]

10 Computing System

11 Input Means

12 Main Storage

13 External Storage

14 Image Display Means

16 Control Means

21 Hysteresis Storage Means

22 Planned Storage Means

23 Training Criteria Storage Means

24 Condition Ranking Storage Means

31 Hysteresis Retrieval Means

32 Planned Read-out Means

33 Decision Means

34 Ranking [Degree] Read-out Means

35 2nd Retrieval Means of Hysteresis

36 Talented-People Hysteresis Information Total Means

37 Personnel Training Plan Information Total Means